

8 ÅbYa Uf_ . ' F Yb hY bY]b hf] hhgU` hYf`Ui Z' + \$
>U\ fY`!`DYbg]c b gUb gdfØWY`ZU`Yb`°

8 ÅbYa Uf_`Yf\ Ò\h`XUg`F Yb hY bY]b hf] hhgU` hYf`Ui Z' + \$`>U\ fY`ZØf
Øb[YfY`>U\ f[Åb[Y`i bX`fY Zcfa]Yfh`X]Y
DUf`Ua YbhUf]YfdYbg]cbYb"



? cdYb\U[Ybž`8 ÅbYa Uf_`!`8 Ug`XÅb]gWY`DUf`Ua Ybh`U`h`Y]bY
k Y]hfY]WYbXY`F YZcfa`XYg`F Yb hY bY]b hf] hhgU` hYf`Ui Z' + \$`>U\ fY`Ub\YVh`8]YgY`F Y[Y`i b[`VYhf]Zzh
U`Yž`X]Y`bUW`XYa`" %`8YnYa VYf`%- +\$`[YVcfYb`k`i`fXYbž`i`bX
a`UW`h`8 ÅbYa Uf_`ni`a`@JbX`a`]h`XYa` \`ØW`ghYb
F Yb hY bY]b hf] hhgU` hYf`]b`9i`fcdUž`k`]Y`A 5 N`VYf]W`hYh`8]Y
9bhgWY]Xi`b[ž`X]Y`a`]h`, %`Gh]a`a`Yb`ZØf`i`bX`&`%`[Y[Yb`X]Y`F YZcfa
]a` :`c`_Yh]b[`Z]Y`ž`k`Uf`XUg`9f[YVb]g`ZUgh`nY`b`Å`f][Yf
8]g_i`gg]cbYb`i`bX`Ybhgd]f]W`h`XYb`9a`dZY`\`i`b[Yb`Y]bYf
9l`dYfhYb`_ca`a`]gg]cb`Ui`g`XYa` `>U\ f`&\$`%`*`"

Ni`gÅh`]W`ni`XYf`9f\`Ø\`i`b[`XYg`F Yb hY bY]b hf] hhgU` hYf`g`k`]fX
YbhgW]YXYbž`XUgg`ni`_ØbZh][Y`6Yfi`Zgdc`h]_Yf`]b`8 ÅbYa Uf_`bi`f`

bcW\@Y]ghi b[Yb`Ui g`XYf`[YgYhn`]W\Yb`F YbhY`VYn]Y\Yb`i bX`_Y]bY
Y][YbYb`DYbg]cbYb`a Y`f`Yf`U`hYb`"?ØbZh][`a ØggYb`Dc`]h`_Yf
%, ž\$+`DfcnYbh`\fYg`; Y`U`hg`]b`X]Y`ghUUh`]W\Y`F YbhYb`_UggY
Y]bnU`\Yb`"8]Yg`i bhYfghØhnh`X]Y`BUW\`U`h][_Y]h`XYg
F YbhYbgmghYa g`i bX`_ØbbhY`Ub[Zf]gh][`V]g`ni `&\$`DfcnYbh
9]bgdUfi b[Ybžk Ug`fi bX`" \$`A `]]cbYb`?fcbYb`fØVYf`(`A `]]cbYb
9i fcŁ`Ä`f`]W\`Ybhgd]W\hž`Yfn]Y`Ybž`gc`X]Y`6YØfk c`fhYf`XYf
F YZcfa "

Dc`]h]gW\Yf`? cbhYI hi bX`5i gk]f_i b[Yb

8]Y`F YZcfa `g]Y`h`Ui W\`Y]bYb`6YghUbXgW\i hn`ZØf`VYfY]hg`ja
DUf`Ua Ybh]g]hnYbXY`Dc`]h`_Yf`j cfž`X]Y`k]YXYf[Yk Ä`h`k YfXYbž
gcXUgg`]\fY`V]g`Yf][Yb`5bgdfØW\Yžk]Y`XUg`F YW\h`Ui ZY]bY
`VYb`g`Ub[Y`5V[YcfXbYhYb`fYbhY`bUW\`Y]bYa `š`f`]a `: c`_Yh]b[ž
Yf`U`hYb`V`Y]VYb`"5_hi Y`Y`5V[YcfXbYhY`_ØbbYb`V]g`ni `fi bX
`)"\$\$\$\$`?fcbYb`fYhk U`("+\$`\$`9i fcŁ`a cbUh`]W\`Yf`U`hYbžk Ä`fYbX
X]Y`8]ÄhYb`ZØf`ni _ØbZh][Y`DUf`Ua YbhUf]Yf`Ui Z`ZUgh`%ž%A `]]cbYb
?fcbYb`fWU`"%() "\$\$\$`9i fcŁ`Ä`f`]W\`ghY][Yb`k YfXYb`"ä `J Yf[`Y]W\
Yf`Ä`h`XYf`XYi hgW\Y`?Ubn`Yf`XYfnY]h`Yhk U`&`' "&%+`9i fc`Ä`f`]W\ž
]b_i gj] Y`Ni `U[Yb`V]g`ni `+)"+-`\$`9i fc"

8 Ug`VYghY\YbXY`F YbhYbgmghYa `]b`8ÄbYa Uf`_]gh`ghYi YfZ]bUbn]Yfhž
gcXUgg`YXYf`Y]bY`; fi bXfYbhY`fZc`_YdYbg]cbŁj cb`fi bX`&\$\$\$`9i fc
Yf`Ä`h`8Yf`Xi fW\gW\b]h`]W\Y`F YbhYbY]bhf]h`]b`8ÄbYa Uf`_]Y[h
XYfnY]h`VY]* * ž+`š`fYbž`nk Y]š`fY`gdÄhYf`U`g`]b`8Yi hgW\`UbX"
Ni XYa `]gh`XUg`F YbhYbY]bhf]h]gU`hYf`VYfY]hg`gY]h`&\$\$`*`Ub`X]Y
@VYb`gYfk Ufhi b[`[Y`_cddY`hž`X]Y`U`Y`ZØbZ`š`fY`ØVYfd`fØZh`k]fXž
i bX`k]fX`gW\]h`k Y]gY`V]g`&\$`\$`Ui Z`*, `š`fY`i bX`V]g`&\$`) `Ui Z`*-
š`fY`ghY][Ybžk]Y`N8: `Uba Yf_h"

8 Yf`6`]W`_]b`X]Y`Ni _i bZh

8]Y`XÄb]gW\Y`F Y[]Yfi b[gW\YZ]b`A YhY`: fYXYf]_gYb`U`h`Yf`_Äfhž
XUgg`_Y]bY`k Y]hYfYb`5b`YVi b[Yb`XYg`F YbhYbY]bhf]h]gU`hYfg
[Yd`Ubh]g]bXž`bUW\XYa `Yg`Ui Z`+\$`š`fY`Ub[Y`cVYb`k i fXY`"8]Yg
[YgW\]Y`h]b`Y]bYa `NY]hfUi a ž`]b`XYa `8ÄbYa Uf`_a]h`Y]bYf
; YVi fhYb`fU`h`j cb`%ž) `?]bXYfb`dfc`: fUi `i bX`Y]bYf`U`h`YfYb

@YVYbgYfk Ufhi b['U`g'8Yi hgW\`UbX`_cbZfcbh]Yfh]gh" '5fVY]hbY\`a Yf
 i bX`5fVY]h[YVYf`g]bX`j YfdZ]W\hYhž`]b`DYbg]cbg_UggYb
 Y]bni nU\`Ybž`k Ug`g]W\YfghY`hž`XUgg`ni _ØbZh][Y`F`YbhbYf`j`cb
 Y]bYa`ghUV]`Yb`GmghYa`dfcZ]h]YfYb"

Ni gUa`a`YbZUggYbX`Äggh]g]W\`ZYgh\`U`hYbž`XUgg`X]Y`F`Y`Zcfa`XYg
 F`Yb`hYbgmghYa`g]b`8`ÄbYa`Uf`_`gck`c`\`k`Y]hfY]W\YbXY`Y`bXYfi`b[`Yb
 ZØf`Dc`h]_Yf`U`g`Ui`W\`ZØf`X]Y`U`[`Ya`Y]bY`6Yj`Ø`_Yfi`b[`a`h]g]W\
 Vf]b[`h`l`a`X]Y`<`YfUi`gZcfXYfi`b[`Yb`XYg`XYa`c[`fUZ]gW\Yb`K`UbXY`g
 ni`VYk`Ä`h][`Ybž`gYmh`8`ÄbYa`Uf`_`Ui`ZY]b`bUW\`U`h][`Yg`GmghYa`ž`XUg
 Ui`W\`]b`Ni`_i`bZh`VYghY\`Yb`V`Y]Vhž`k`jY`b!hj`VYf]W\hYh"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	?`c`d`Y`b`\`U[`Y`b`ž`8`Ä`b`Y`a`U`f`_`
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "a Un!`c`b`b`Y"XY • k k k "nXZ\`Y`i`h`Y"XY • k k k "b!`h`j`"XY

6Ygi W\Yb`G]Y`i`bg`Ui`Z.`b!U[`"bYh